

PART II	DEPARTMENT OF PERSONNEL SERVICES	10.280
	STATE OF HAWAII	10.282
.		10.284
		10.286

Minimum Qualification Specifications
for the Classes:

HIGHWAY CONSTRUCTION & MAINTENANCE SUPERVISOR I, II, III, IV
(HWY CONSTR & MTNCE SUPVR I, II, III, IV)

Experience Requirements:

Applicants must have had the kind and quality of experience described below and in the amounts shown in the following table:

Class Title	General Exper (years)	Spclzd Exper (years)	Supvy Exper (years)	Total Exper (years)
Hwy Constr & Mtnce Supvr I, II, III	3*	1*	*	4
Hwy Constr & Mtnce Supvr IV	3	1	1	5

General Experience: Any progressively responsible work experience associated with construction or maintenance projects.

Specialized Experience: Work experience which demonstrated knowledge of methods, practices, techniques, tools and equipment used in the construction, maintenance and repair of highways, roads or similar surfaces and structures such as culverts, catch basins, retaining walls, guardrails and driveways; occupational hazards and safety precautions applicable to highway construction and maintenance work.

*Concurrently with or in addition to the General or Specialized Experience above, applicants for Highway Construction & Maintenance Supervisor I, II and III must have demonstrated some familiarity with WB-09, 10 or 11 equipment consistent with the level for which the applicant applied.

Supervisory Experience: Work experience in supervising workers on construction or maintenance projects which demonstrated knowledge of principles and practices of supervision and ability to plan, schedule, supervise and review the work of equipment operators and laborers in performing construction, maintenance and repair work.

*For the Highway Construction and Maintenance Supervisor I, II and III levels, applicants must have

demonstrated supervisory aptitude. Supervisory aptitude is the demonstration of aptitude or potential for performing supervisory duties through successful completion of regular or special assignments which involved some supervisory responsibilities by details to supervisory positions, by completion of training courses in supervision accompanied by application of supervisory skills in work assignments, or by favorable appraisals by a supervisor indicating the possession of supervisory potential.

Quality of Experience:

Possession of the required number of years of experience will not in itself be accepted as proof of qualification for a position. The applicant's overall experience must have been of such scope and level of responsibility as to conclusively demonstrate that he has the ability to perform the duties of the position for which he is being considered.

License Required:

Possession of a valid Hawaii State driver's license.

Selective Certification:

Specialized knowledge, skills and abilities may be required to perform the duties of some positions. In such positions, certification may be restricted to eligibles who possess the pertinent experience and/or training required to perform the duties of the position.

Agencies requesting selective certification must show the connection between the kind of training and/or experience on which they wish to base selective certification and the duties of the position to be filled.

Tests:

Applicants must be physically able to perform, efficiently and effectively, the essential duties of the position which typically require the ability to read without strain printed material the size of typewritten characters, glasses permitted, and the ability to hear the conversational voice, with or without a hearing aid, or the ability to compensate satisfactorily. Handicaps in these or

other areas will not automatically result in disqualification. Those applicants who demonstrate that they are capable of performing the essential functions of the position will not be disqualified under this section.

Any condition which would cause applicants to be a hazard to themselves or others is cause for disqualification.

Any disqualification under this section will be made only after a review of all pertinent information including the results of the medical examination, and requires the approval of the Director.

This is the first minimum qualification specification for the new classes HIGHWAY CONSTRUCTION & MAINTENANCE SUPERVISOR I & III, and an amendment, change in title and code number for the classes Highway Construction & Maintenance Supervisor I, (10.275) and Highway Construction & Maintenance Supervisor II, (10.277) approved on August 10, 1964, to HIGHWAY CONSTRUCTION & MAINTENANCE SUPERVISOR II, (10.282) and HIGHWAY CONSTRUCTION & MAINTENANCE SUPERVISOR IV, (10.286).

Effective Date: July 15, 1981

DATE APPROVED: 2/25/83

/s/ Donald Botelho
DONALD BOTELHO
Director of Personnel Services